

PICTET ASSET MANAGEMENT

# Voting summary

JANUARY 2024

## VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 01/31/2024

### Azrieli Group Ltd.

**Meeting Date:** 01/01/2024

**Country:** Israel

**Ticker:** AZRG

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Reelect Danna Azrieli as Director	For	For
1.2	Reelect Sharon Azrieli as Director	For	For
1.3	Reelect Naomi Azrieli as Director	For	For
1.4	Reelect Menachem Einan as Director	For	Against
<i>Blended Rationale: A vote AGAINST items 1.4 and 1.6, is warranted as Menachem Einan and Ariel Kor are non-independent directors and members of the audit committee.</i>			
1.5	Reelect Dan Yitzhak Gillerman as Director	For	For
1.6	Reelect Ariel Kor as Director	For	Against
<i>Blended Rationale: A vote AGAINST items 1.4 and 1.6, is warranted as Menachem Einan and Ariel Kor are non-independent directors and members of the audit committee.</i>			
2	Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted given that audit fees are not itemized. As such, it cannot be determined if the non-audit fees are excessive.</i>			
3	Discuss Financial Statements and the Report of the Board		

### China State Construction International Holdings Limited

**Meeting Date:** 01/03/2024

**Country:** Cayman Islands

**Ticker:** 3311

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve New CSCECL Construction Engagement Agreement, CSCECL Construction Engagement Cap, CSC Construction Engagement Cap and Related Transactions	For	For
2	Approve New CSCD-CSCECL Sub-construction Engagement Agreement, CSCECL Works Caps and Related Transactions	For	For
3	Approve New Master Engagement Agreement, New COGO Works Caps and Related Transactions	For	For

# Bank Leumi Le-Israel Ltd.

Meeting Date: 01/04/2024

Country: Israel

Ticker: LUMI

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Shmuel Ben Zvi, Chairman	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	None	Against
<i>Blended Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.</i>			
Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	None	For
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			

# Gongniu Group Co., Ltd.

Meeting Date: 01/05/2024

Country: China

Ticker: 603195

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Remuneration of Directors	For	For
2	Approve Remuneration of Supervisors	For	For
3	Approve Amendments to Articles of Association	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because the amendment might hinder the independent director's authority to oversee the board and company operation.</i>		
4	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>		
5	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>		
6	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>		
7	Amend Working System for Independent Directors	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>		
8	Amend Measures for the Management of the Use of Raised Funds	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>		
9	Approve Use of Own Funds for Entrusted Financial Management	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>		
10	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		
11.1	Elect Ruan Liping as Director	For	For
11.2	Elect Ruan Xueping as Director	For	For
11.3	Elect Zhou Wenchuan as Director	For	For
11.4	Elect Liu Shengsong as Director	For	For
11.5	Elect Zhou Zhenghua as Director	For	For
11.6	Elect Xie Weiwei as Director	For	For

## Gongniu Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		
12.1	Elect Chen Zhen as Director	For	For
12.2	Elect Li Gang as Director	For	For
12.3	Elect Li Jianbin as Director	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		
13.1	Elect Yu Yingqi as Supervisor	For	For
13.2	Elect Wei Lingpeng as Supervisor	For	For

## WuXi AppTec Co., Ltd.

**Meeting Date:** 01/05/2024      **Country:** China      **Ticker:** 2359  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Direct Repurchase of H Shares in Relation to the 2023 H Share Award and Trust Scheme from the Scheme Trustee, Cancellation of Such H Shares and Related Transactions	For	For

## WuXi AppTec Co., Ltd.

**Meeting Date:** 01/05/2024      **Country:** China      **Ticker:** 2359  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve Direct Repurchase of H Shares in Relation to the 2023 H Share Award and Trust Scheme from the Scheme Trustee, Cancellation of Such H Shares and Related Transactions	For	For

## Zscaler, Inc.

Meeting Date: 01/05/2024

Country: USA

Ticker: ZS

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Director Jagtar (Jay) Chaudhry	For	Withhold
	<i>Blended Rationale: In 2023 Pictet Asset Management voted against the advisory vote to ratify named executive officers' compensation and are doing so again in this 2024 vote. The company's compensation plan lacks disclosure and the link between pay and performance is unclear. Since receiving very low support in the 2023 vote, our dialogue with the company and its subsequent actions have not demonstrated a willingness to bring the compensation practices into line with best-in-class operators. We feel that this merits an escalation and a vote against the board as well as the vote against the advisory vote on compensation. However, as a result of the sub-optimal classified board structure, the Chair is the only member of the board up for re-election in 2024, and due to the wording of the ballot we are only able to withhold our vote. This vote does not reflect our views on the personal performance of Mr Chaudhry as CEO.</i>		
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
	<i>Blended Rationale: A vote AGAINST the proposal is warranted. Following low support of the say-on-pay proposal at last year's annual meeting, proxy disclosure of engagement details is incomplete, shareholder feedback is vaguely disclosed, and no positive changes were made to the pay program to address shareholder concerns. In addition, there are concerns regarding the STI and LTI programs. The STI program appears to utilize significant discretion in order to determine payout, and disclosure of financial metric performance as well as individual performance assessments is relatively poor. Additionally, though the CEO's annual equity award is largely in performance equity, a significant majority of the grants to other NEOs are in time-vested equity. The CEO's award is also relatively large and is intended to cover multiple years of equity. However, forward-looking goals were not disclosed, and the award appears to utilize a non-rigorous vesting standard by remaining outstanding until the performance goal is achieved.</i>		

## Adani Ports & Special Economic Zone Limited

Meeting Date: 01/06/2024

Country: India

Ticker: 532921

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Rajkumar Beniwal as Director	For	Against
	<i>Blended Rationale: A vote AGAINST non-independent director is warranted since the board is less than 1/3 independent.</i>		
2	Approve Material Related Party Transaction(s) with Colombo West International (Private) Limited	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted because: - The proposal would enable the provision of financial assistance (by the company/its subsidiaries) to group entities that are not wholly owned subsidiaries of the company. This could expose the company and its shareholders to unnecessary financial risk. - The company will be assuming a disproportionate financial risk relative to its ownership stake in CWIT. - The company has not provided necessary information regarding potential terms to assess the fairness of the proposed transactions.</i>		

## Adani Ports & Special Economic Zone Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Material Related Party Transaction(s) with Mediterranean International Ports A.D.G.D Limited	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because: - The proposal would enable the provision of financial assistance (by the company/its subsidiaries) to group entities that are not wholly owned subsidiaries of the company. This could expose the company and its shareholders to unnecessary financial risk. - The company will be assuming a disproportionate financial risk relative to its ownership stake in MIPAL. - The company has not provided necessary information regarding potential terms to assess the fairness of the proposed transactions.</i>			
4	Approve Issuance of Non-Convertible, Redeemable Preference Shares on Private Placement Basis	For	For

## Alkem Laboratories Limited

**Meeting Date:** 01/06/2024      **Country:** India      **Ticker:** 539523  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Amend Object Clause of Memorandum of Association	For	For

## Novolipetsk Steel

**Meeting Date:** 01/06/2024      **Country:** Russia      **Ticker:** NLMK  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Early Termination of Powers of Sole Executive Body	For	Do Not Vote
2	Elect Sergei Karataev as General Director (CEO)	For	Do Not Vote

## National Western Life Group, Inc.

**Meeting Date:** 01/08/2024      **Country:** USA      **Ticker:** NWLI  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For

## National Western Life Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	For	For
3	Adjourn Meeting	For	For

## HDFC Bank Ltd.

Meeting Date: 01/09/2024 Country: India Ticker: 500180  
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Reappointment and Remuneration of M.D. Ranganath as Independent Director	For	For
2	Approve Reappointment and Remuneration of Sandeep Parekh as Independent Director	For	For
3	Approve Reappointment and Remuneration of Sashidhar Jagdishan as Managing Director and Chief Executive Officer	For	For
4	Approve Appointment and Remuneration of V. Srinivasa Rangan as Executive Director	For	For

## Hindustan Unilever Limited

Meeting Date: 01/09/2024 Country: India Ticker: 500696  
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Elect Tarun Bajaj as Director	For	For

## Saudi Electricity Co.

Meeting Date: 01/09/2024 Country: Saudi Arabia Ticker: 5110  
Meeting Type: Ordinary Shareholders



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1.1	Elect Ahmed Al Baqshi as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.2	Elect Ahmed Khoqeer as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.3	Elect Ahmed Saharti as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.4	Elect Cheong Seung IL as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.5	Elect Thamir Al Wadee as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.6	Elect Khalid Al Ruwees as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.7	Elect Khuloud Al Dousari as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.8	Elect Raed Al Rayis as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.9	Elect Scott Prochazka as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.10	Elect Atif Al Shihri as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.11	Elect Abdulazeez Al Naem as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.12	Elect Ali Al Lafi as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.13	Elect Fahd bin Muaammar as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		

## Saudi Electricity Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.14	Elect Faysal Al Otheem as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.15	Elect Mohammed Al Qurayshah as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.16	Elect Mohammed Faraj as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.17	Elect Mohammed Al Baleehid as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.18	Elect Mohammed Al Shamari as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.19	Elect Mohammed Abahuseen as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.20	Elect Najm Al Zayd as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.21	Elect Haytham Al Tuweejri as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.22	Elect Wael Al Bassam as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
1.23	Elect Waleed Shukri as Director	None	Abstain
	<i>Blended Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.</i>		
2	Amend Audit Committee Charter	For	Against
	<i>Blended Rationale: A vote AGAINST this item is warranted given concerns regarding the proposed charter amendments related to the audit committee's formation and term.</i>		
3	Amend Nomination and Remuneration Committee Charter	For	For

## Ashok Leyland Limited

Meeting Date: 01/10/2024

Country: India

Ticker: 500477

Meeting Type: Special

## Ashok Leyland Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Material Related Party Transactions	For	For

## Commercial Metals Company

**Meeting Date:** 01/10/2024      **Country:** USA      **Ticker:** CMC  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Vicki L. Avril-Groves	For	For
1.2	Elect Director John R. McPherson	For	For
1.3	Elect Director Barbara R. Smith	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

## China Southern Power Grid Technology Co., Ltd.

**Meeting Date:** 01/11/2024      **Country:** China      **Ticker:** 688248  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Participation in Double Carbon Technology Fund Investment and Related Party Transaction	For	For
2	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For

## Estun Automation Co., Ltd.

**Meeting Date:** 01/11/2024      **Country:** China      **Ticker:** 002747  
**Meeting Type:** Special

## Estun Automation Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the new notice period may be too short, preventing independent directors from attending the meeting, and therefore reduce independent oversight of board resolutions.</i>			
2	Amend Independent Director System	For	For
3	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For
4	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the new notice period may be too short, preventing independent directors from attending the meeting, and therefore reduce independent oversight of board resolutions.</i>			
5	Amend Management System for Use of Raised Funds	For	For
6	Amend the Major Matters Disposal System	For	For
7	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	For

## Saudi National Bank

Meeting Date: 01/11/2024

Country: Saudi Arabia

Ticker: 1180

Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Ratify the Appointment of Nayif Al Marshad as a Non-Executive Director	For	For
2	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statements of FY 2024 and Q1 of FY 2025	For	For
3	Amend Board Nomination Policy, Criteria and Procedures	For	For
4	Amend Nomination and Remuneration Committee Charter	For	For
5	Amend Audit Committee Charter	For	For
6	Amend Remuneration Policy of Senior Executive Management	For	For

## Summit Materials, Inc.

Meeting Date: 01/11/2024

Country: USA

Ticker: SUM

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with an Acquisition	For	For
2	Issue Shares in Connection with an Acquisition	For	For
3	Adjourn Meeting	For	For

## Longshine Technology Group Co., Ltd.

Meeting Date: 01/15/2024

Country: China

Ticker: 300682

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association  AMEND SOME OF THE COMPANY'S RULES AND REGULATIONS	For	For
2.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For
2.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
2.3	Amend Working System for Independent Directors	For	For
2.4	Amend Related-Party Transaction Management System	For	For
2.5	Amend Management System for Providing External Guarantees	For	For
2.6	Amend Management System of Raised Funds	For	For

## Mondi Plc

Meeting Date: 01/15/2024

Country: United Kingdom

Ticker: MNDI

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	For	For

## Mondi Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Share Consolidation	For	For
3	Authorise Issue of Equity	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	For	For
5	Authorise Market Purchase of Ordinary Shares	For	For

## Alibaba Health Information Technology Limited

Meeting Date: 01/16/2024

Country: Bermuda

Ticker: 241

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Approve Share Purchase Agreement and Related Transactions	For	For
1b	Authorize Board to Deal With All Matters in Relation to the Share Purchase Agreement and Related Transactions	For	For
2a	Approve Grant of Consideration Shares and Specific Mandate to Issue the Consideration Shares to Taobao Holding Limited	For	For
2b	Authorize Board to Deal With All Matters in Relation to the Grant of Consideration Shares and Specific Mandate to Issue the Consideration Shares to Taobao Holding Limited	For	For
3a	Approve Exclusive Services Framework Agreement, Proposed Annual Caps, and Related Transactions	For	For
3b	Authorize Board to Deal With All Matters in Relation to the Exclusive Services Framework Agreement, Proposed Annual Caps, and Related Transactions	For	For

## China Yangtze Power Co., Ltd.

Meeting Date: 01/16/2024

Country: China

Ticker: 600900

Meeting Type: Special

## China Yangtze Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Investment in Construction of Chongqing Fengjie Rapeseed Dam Pumped Storage Power Station Project	For	For
2	Amend Articles of Association and Rules and Procedures for Meetings	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.</i>			
ELECT SUPERVISOR VIA CUMULATIVE VOTING			
3.1	Elect Tan Ke as Supervisor	For	For

## Fuyao Glass Industry Group Co., Ltd.

Meeting Date: 01/16/2024

Country: China

Ticker: 3606

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
EGM BALLOT FOR HOLDERS OF H SHARES			
1	Approve Remuneration of Directors	For	For
2	Approve Remuneration of Supervisors	For	For
ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING			
3.01	Elect Cho Tak Wong as Director	For	For
3.02	Elect Tso Fai as Director	For	For
3.03	Elect Ye Shu as Director	For	For
3.04	Elect Chen Xiangming as Director	For	For
3.05	Elect Zhu Dezhen as Director	For	For
3.06	Elect Wu Shinong as Director	For	For
ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING			
4.01	Elect Liu Jing as Director	For	For
4.02	Elect Xue Zuyun as Director	For	For
4.03	Elect Dat Dzung Hao Daniel as Director	For	For
ELECT SUPERVISORS VIA CUMULATIVE VOTING			
5.01	Elect Ma Weihua as Supervisor	For	For

## Fuyao Glass Industry Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.02	Elect Chen Mingsen as Supervisor	For	For

## D.R. Horton, Inc.

Meeting Date: 01/17/2024      Country: USA      Ticker: DHI  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Donald R. Horton	For	For
1b	Elect Director Barbara K. Allen	For	For
1c	Elect Director Brad S. Anderson	For	For
1d	Elect Director David V. Auld	For	For
1e	Elect Director Michael R. Buchanan	For	For
1f	Elect Director Benjamin S. Carson, Sr.	For	For
1g	Elect Director Maribess L. Miller	For	For
1h	Elect Director Paul J. Romanowski	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Approve Omnibus Stock Plan	For	For
5	Ratify Ernst & Young LLP as Auditors	For	For

## Diploma Plc

Meeting Date: 01/17/2024      Country: United Kingdom      Ticker: DPLM  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect David Lowden as Director	For	Against
<i>Blended Rationale: Votes AGAINST incumbent nomination committee chair David Lowden are warranted for lack of diversity on the board.</i>			
4	Re-elect Johnny Thomson as Director	For	For
5	Re-elect Chris Davies as Director	For	For



## Diploma Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Andy Smith as Director	For	For
7	Re-elect Anne Thorburn as Director	For	For
8	Elect Jennifer Ward as Director	For	For
9	Re-elect Geraldine Huse as Director	For	For
10	Re-elect Dean Finch as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Approve Remuneration Report	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Approve Matters Relating to the Dividend Rectification	None	For
<i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concern because: - The Company inadvertently breached the Companies Act 2006 when paying its interim dividend in 2021. This is a matter of inherent concern. The main reasons for support are: - The resolution will rectify the potential legal issues arising from the breach of the Act; and - There are no obvious benefits to shareholders in this resolution being defeated.</i>			
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## HDFC Life Insurance Company Limited

Meeting Date: 01/17/2024

Country: India

Ticker: 540777

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Reelect Bharti Gupta Ramola as Director	For	For
2	Elect Kaizad Bharucha as Director	For	For

## Adani Green Energy Limited

Meeting Date: 01/18/2024

Country: India

Ticker: 541450

Meeting Type: Extraordinary Shareholders

## Adani Green Energy Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Securities on Preferential Basis to the Proposed Allottees	For	For

## Bikaji Foods International Ltd.

**Meeting Date:** 01/18/2024      **Country:** India      **Ticker:** 543653  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Elect Sunil Sethi as Director	For	For
2	Approve Loans, Investments, Guarantees or Security under Section 185 of Companies Act, 2013	For	Against

*Blended Rationale: A vote AGAINST this resolution is warranted due to lack of information.*

## Costco Wholesale Corporation

**Meeting Date:** 01/18/2024      **Country:** USA      **Ticker:** COST  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	For	For
1b	Elect Director Kenneth D. Denman	For	For
1c	Elect Director Helena B. Foulkes	For	For
1d	Elect Director Richard A. Galanti	For	For
1e	Elect Director Hamilton E. James	For	For
1f	Elect Director W. Craig Jelinek	For	For
1g	Elect Director Sally Jewell	For	For
1h	Elect Director Jeffrey S. Raikes	For	For
1i	Elect Director John W. Stanton	For	For
1j	Elect Director Ron M. Vachris	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	For	For

## Costco Wholesale Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	Against

## Intuit Inc.

Meeting Date: 01/18/2024      Country: USA      Ticker: INTU  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	For	For
1b	Elect Director Scott D. Cook	For	For
1c	Elect Director Richard L. Dalzell	For	For
1d	Elect Director Sasan K. Goodarzi	For	For
1e	Elect Director Deborah Liu	For	For
1f	Elect Director Tekedra Mawakana	For	For
1g	Elect Director Suzanne Nora Johnson	For	For
1h	Elect Director Ryan Roslansky	For	For
1i	Elect Director Thomas Szkutak	For	For
1j	Elect Director Raul Vazquez	For	For
1k	Elect Director Eric S. Yuan	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	For	For
5	Amend Omnibus Stock Plan	For	For
6	Report on Climate Risk in Retirement Plan Options	Against	Against

*Blended Rationale: Pictet Asset Management firmly believes that climate change is having, and will continue to have, an impact on long-term investments. It is a core pillar of our own Responsible Investment Policy. The board notes that it is not responsible for the management of the company's retirement plan options. Instead, Intuits Employee Benefits Administrative Committee (EBAC), a management-level committee that serves as the plans fiduciary in consultation with a third-party fiduciary investment consultant, already accounts for a variety of potentials risks, including those related to climate change, and gives employees a wide range of investment options from which to choose. While we hope that this proposal being on the ballot will encourage the EBAC to provide retirement plan members with additional information related to climate risk if current information is insufficient, we do not agree with the conclusion that the proposed report will allow shareholders to better evaluate the company's own strategy and management of related risks.*

## Micron Technology, Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: MU

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	For	For
1b	Elect Director Lynn A. Dugle	For	For
1c	Elect Director Steven J. Gomo	For	For
1d	Elect Director Linnie M. Haynesworth	For	For
1e	Elect Director Mary Pat McCarthy	For	For
1f	Elect Director Sanjay Mehrotra	For	For
1g	Elect Director Robert E. Switz	For	For
1h	Elect Director MaryAnn Wright	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against

## Pictet - Emerging Local Currency Debt

Meeting Date: 01/18/2024

Country: Luxembourg

Ticker: PJAB

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet - Robotics

Meeting Date: 01/18/2024

Country: Luxembourg

Ticker: PRB1

Meeting Type: Extraordinary Shareholders

## Pictet - Robotics

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Asian Equities Ex Japan

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** PBF5  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Chinese Local Currency Debt

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** N/A  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Digital

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** 42209  
**Meeting Type:** Extraordinary Shareholders

## Pictet-Digital

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Global Environmental Opportunities

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** 175954  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Global High Yield

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** N/A  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Global Sustainable Credit

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** N/A  
**Meeting Type:** Extraordinary Shareholders

## Pictet-Global Sustainable Credit

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Multi Asset Global Opportunities

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** N/A  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Pictet-Strategic Credit

**Meeting Date:** 01/18/2024      **Country:** Luxembourg      **Ticker:** N/A  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Full Restatement of the Articles of Association	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.*

## Sasol Ltd.

**Meeting Date:** 01/19/2024      **Country:** South Africa      **Ticker:** SOL  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Remuneration Policy	For	For
2	Approve Implementation Report of the Remuneration Policy	For	For
3	Approve Climate Change Report	For	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted because: - There remains insufficient capital allocation alignment; and the short- and medium-term GHG reduction targets are not presented as aligned to a 1.5 C trajectory. - Scope 3 emissions reduction targets for Sasol Chemical are yet to be determined; and - The long-term decarbonisation roadmap, being subject to technology developments over time, requires more clarity. - The reduction in GHG emissions (scope 1&amp;2) achieved in 2023 against base year 2017 is mainly due to lower production volumes.</i></p>			
4.1	Re-elect Manuel Cuambe as Director	For	For
4.2	Re-elect Muriel Dube as Director	For	For
4.3	Re-elect Martina Floel as Director	For	For
4.4	Re-elect Fleetwood Grobler as Director	For	For
4.5	Re-elect Mpho Nkeli as Director	For	For
5	Appoint KPMG Inc as Auditors	For	For
6.1	Elect Muriel Dube as Member of the Audit Committee	For	For
6.2	Re-elect Kathy Harper as Member of the Audit Committee	For	For
6.3	Re-elect Trix Kennealy as Chairman of the Audit Committee	For	For
6.4	Re-elect Nomgando Matyumza as Member of the Audit Committee	For	For
6.5	Re-elect Stanley Subramoney as Member of the Audit Committee	For	For
7	Approve Remuneration of Non-Executive Directors	For	For
8	Authorise Repurchase of Issued Share Capital	For	For
9	Authorise Repurchase of Issued Share Capital from a Director and/or a Prescribed Officer of the Company	For	For

## Spirit Realty Capital, Inc.

Meeting Date: 01/19/2024

Country: USA

Ticker: SRC

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	For



## Spirit Realty Capital, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Adjourn Meeting	For	For

## JSW Infrastructure Ltd.

Meeting Date: 01/21/2024 Country: India Ticker: 543994  
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Material Related Party Transactions between JSW Jaigarh Port Limited with JSW Steel Limited	For	For
2	Approve Material Related Party Transactions between JSW Dharamtar Port Private Limited with JSW Steel Limited	For	For

## Super Micro Computer, Inc.

Meeting Date: 01/22/2024 Country: USA Ticker: SMCI  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Judy Lin	For	For
1b	Elect Director Sara Liu	For	For
1c	Elect Director Yih-Shyan (Wally) Liaw	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Amend Omnibus Stock Plan	For	Against

*Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.*

## Becton, Dickinson and Company

Meeting Date: 01/23/2024 Country: USA Ticker: BDX  
Meeting Type: Annual

## Becton, Dickinson and Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director William M. Brown	For	For
1.2	Elect Director Catherine M. Burzik	For	For
1.3	Elect Director Carrie L. Byington	For	For
1.4	Elect Director R. Andrew Eckert	For	For
1.5	Elect Director Claire M. Fraser	For	For
1.6	Elect Director Jeffrey W. Henderson	For	For
1.7	Elect Director Christopher Jones	For	For
1.8	Elect Director Thomas E. Polen	For	For
1.9	Elect Director Timothy M. Ring	For	For
1.10	Elect Director Bertram L. Scott	For	For
1.11	Elect Director Joanne Waldstreicher	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## IndusInd Bank Limited

Meeting Date: 01/23/2024

Country: India

Ticker: 532187

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Arun Khurana as Director and Approve Appointment and Remuneration of Arun Khurana as Whole-time Director (Executive Director)	For	For

## Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	For	For

## Visa Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Kermit R. Crawford	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For
1d	Elect Director Ramon Laguarta	For	For
1e	Elect Director Teri L. List	For	For
1f	Elect Director John F. Lundgren	For	For
1g	Elect Director Ryan McInerney	For	For
1h	Elect Director Denise M. Morrison	For	For
1i	Elect Director Pamela Murphy	For	For
1j	Elect Director Linda J. Rendle	For	For
1k	Elect Director Maynard G. Webb, Jr.	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	For	For
5	Adjourn Meeting	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against

## Acuity Brands, Inc.

Meeting Date: 01/24/2024

Country: USA

Ticker: AYI

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	For	For
1b	Elect Director Marcia J. Avedon, Ph.D.	For	For
1c	Elect Director W. Patrick Battle	For	For
1d	Elect Director Michael J. Bender	For	For
1e	Elect Director G. Douglas Dillard, Jr.	For	For
1f	Elect Director James H. Hance, Jr.	For	For
1g	Elect Director Maya Leibman	For	For
1h	Elect Director Laura G. O'Shaughnessy	For	For
1i	Elect Director Mark J. Sachleben	For	For
1j	Elect Director Mary A. Winston	For	For

## Acuity Brands, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Advisory Vote on Say on Pay Frequency	One Year	One Year

## Hangzhou First Applied Material Co., Ltd.

**Meeting Date:** 01/24/2024      **Country:** China      **Ticker:** 603806  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to have adequately provided for accountability and transparency to shareholders.</i>		
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.</i>		
3	Amend Working System for Independent Directors	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.</i>		
4	Amend Related Party Transaction Management System	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.</i>		
5	Amend Raised Funds Management System	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.</i>		
6	Amend External Guarantee Management System	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.</i>		

## Jacobs Solutions, Inc.

**Meeting Date:** 01/24/2024      **Country:** USA      **Ticker:** J  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	For	For
1b	Elect Director Christopher M.T. Thompson	For	For
1c	Elect Director Priya Abani	For	For
1d	Elect Director Vincent K. Brooks	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	For	For
1f	Elect Director Manny Fernandez	For	For
1g	Elect Director Georgette D. Kiser	For	For
1h	Elect Director Barbara L. Loughran	For	For
1i	Elect Director Robert A. McNamara	For	For
1j	Elect Director Louis V. Pinkham	For	For
1k	Elect Director Robert V. Pragada	For	For
1l	Elect Director Peter J. Robertson	For	For
1m	Elect Director Julie A. Sloat	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Charter to Provide for the Exculpation of Officers	For	For
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	For	For
5	Ratify Ernst & Young LLP as Auditors	For	For
6	Adopt Simple Majority Vote	Against	For

*Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.*

## New Jersey Resources Corporation

**Meeting Date:** 01/24/2024

**Country:** USA

**Ticker:** NJR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Donald L. Correll	For	For
1.2	Elect Director James H. DeGraffenreidt, Jr.	For	For
1.3	Elect Director M. Susan Hardwick	For	For
1.4	Elect Director Peter C. Harvey	For	For

## New Jersey Resources Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Ozon Holdings Plc

**Meeting Date:** 01/24/2024      **Country:** Cyprus      **Ticker:** 1OZ  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
1	Accept Consolidated and Standalone Financial Statements and Statutory Reports	For	For
2	Approve Yiallourides & Partners Ltd (Cyprus) and JSC KEPT (Russia) as Auditors and Authorize Board to Fix Their Remuneration	For	For
3a	Reelect Igor Gerasimov as Executive Director	For	Against
	<i>Blended Rationale: A vote AGAINST incumbent nominee Igor Gerasimov is warranted for lack of diversity on the board. A vote AGAINST the re-election of executive director Igor Gerasimov is also warranted because the board is less than 50 percent independent, which is insufficient for a non-controlled company in this market.</i>		
	Class A shareholders		
3b	Reelect Dmitry Kamensky as Non-Executive Director		
3c	Reelect Elena Ivashentseva as Non-Executive Director		
	Meeting for ADR Holders		
4	Approve Remuneration of Directors	For	Against
	<i>Blended Rationale: This item warrants a vote AGAINST as the resulting compensation of independent directors appears excessive.</i>		

## Procimmo Real Estate

**Meeting Date:** 01/24/2024      **Country:** Switzerland      **Ticker:** PSCF  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.a	Amend Articles Re: Investment Regulations	For	For

## Procimmo Real Estate

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.b	Amend Articles Re: Calculation of Net Asset Value	For	For
1.c	Amend Articles Re: Remuneration and Incidental Costs	For	For
2	Transact Other Business (Voting)	For	Against

*Blended Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Telefonica Brasil SA

**Meeting Date:** 01/24/2024

**Country:** Brazil

**Ticker:** VIVT3

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reduction in Share Capital without Cancellation of Shares	For	For
2	Amend Article 5 to Reflect Changes in Capital	For	For
3	Consolidate Bylaws	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## Woodward, Inc.

**Meeting Date:** 01/24/2024

**Country:** USA

**Ticker:** WWD

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles P. Blankenship, Jr.	For	For
1.2	Elect Director John D. Cohn	For	For
1.3	Elect Director Daniel G. Korte	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: APD

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Tonic M. Calaway	For	For
1b	Elect Director Charles Cogut	For	For
1c	Elect Director Lisa A. Davis	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	For	For
1e	Elect Director Jessica Trocchi Graziano	For	For
1f	Elect Director David H.Y. Ho	For	For
1g	Elect Director Edward L. Monser	For	For
1h	Elect Director Matthew H. Paull	For	For
1i	Elect Director Wayne T. Smith	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote AGAINST this proposal is warranted. As noted in prior years, the company has a practice of setting CEO pay above the median of peers. This practice has resulted in a quantitative misalignment between pay and performance for the year in review. Specifically, the committee increased the CEO's LTI target by \$1 million, without compelling rationale, and notes that the committee intends for the CEO's pay levels to be at the 75th percentile of the peer group. Setting pay above the median of the peer group may result in increased compensation levels, without a commensurate link to performance, and is a practice that is disfavored by many investors. Further, while the most recent closing cycle LTI grant was forfeited, concerns are raised regarding the program targeting merely median performance and regarding the lack of a cap on award vesting in the event of negative TSR.*

3	Ratify Deloitte & Touche LLP as Auditors	For	For
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## Catalent, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: CTLT

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J. Barber	For	For
1b	Elect Director Steven K. Barg	For	For
1c	Elect Director J. Martin Carroll	For	For
1d	Elect Director Rolf Classon	For	For
1e	Elect Director Frank A. D'Amelio	For	For
1f	Elect Director John J. Greisch	For	For
1g	Elect Director Gregory T. Lucier	For	For
1h	Elect Director Alessandro Maselli	For	For



## Catalent, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Donald E. Morel, Jr.	For	For
1j	Elect Director Stephanie Okey	For	For
1k	Elect Director Michelle R. Ryan	For	For
1l	Elect Director Jack Stahl	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Omnibus Stock Plan	For	For

## Jabil Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: JBL

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	For	For
1b	Elect Director Christopher S. Holland	For	For
1c	Elect Director Mark T. Mondello	For	For
1d	Elect Director John C. Plant	For	For
1e	Elect Director Steven A. Raymund	For	For
1f	Elect Director James Siminoff	For	For
1g	Elect Director David M. Stout	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	For	For
1i	Elect Director Kathleen A. Walters	For	For
1j	Elect Director Kenneth S. Wilson	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

*Blended Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.*

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nishikawa, Koichi	For	Against
	<i>Blended Rationale: Against top executives as the board is less than 1/3 independent.</i>		
1.2	Elect Director Sasaki, Kenichi	For	For
1.3	Elect Director Kawakami, Norifumi	For	For
1.4	Elect Director Miki, Takao	For	For
1.5	Elect Director Kawasaki, Keisuke	For	For
1.6	Elect Director Oura, Yoshimitsu	For	Against
	<i>Blended Rationale: Vote AGAINST as the nominee is an affiliated outsider.</i>		
1.7	Elect Director Kuroki, Shoko	For	For
2.1	Elect Director and Audit Committee Member Yamanaka, Shingo	For	For
2.2	Elect Director and Audit Committee Member Niunoya, Miho	For	For
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For
4	Approve Restricted Stock Plan	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nishikawa, Koichi	For	For
1.2	Elect Director Sasaki, Kenichi	For	For
1.3	Elect Director Kawakami, Norifumi	For	For
1.4	Elect Director Miki, Takao	For	For
1.5	Elect Director Kawasaki, Keisuke	For	For
1.6	Elect Director Oura, Yoshimitsu	For	For
1.7	Elect Director Kuroki, Shoko	For	For
2.1	Elect Director and Audit Committee Member Yamanaka, Shingo	For	For
2.2	Elect Director and Audit Committee Member Niunoya, Miho	For	For
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For
4	Approve Restricted Stock Plan	For	For

## Post Holdings, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: POST

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director William P. Stirtz	For	For
1.2	Elect Director Thomas C. Erb	For	For
1.3	Elect Director Jennifer Kuperman	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Declassify the Board of Directors	For	For

## Tata Steel Limited

Meeting Date: 01/25/2024

Country: India

Ticker: 500470

Meeting Type: Court

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting For Equity Shareholders Approve Scheme of Amalgamation	For	For

## Tsingtao Brewery Company Limited

Meeting Date: 01/25/2024

Country: China

Ticker: 168

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Amend Articles of Association	For	For
2	Amend Order of Meeting for Shareholders' General Meeting	For	For
3	Amend Order of Meeting for the Board of Directors	For	For
4	Amend Order of Meeting for the Supervisory Committee	For	For

## Valvoline Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: VVV

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	For	For
1b	Elect Director Lori A. Flees	For	For
1c	Elect Director Richard J. Freeland	For	For
1d	Elect Director Carol H. Kruse	For	For
1e	Elect Director Vada O. Manager	For	For
1f	Elect Director Patrick S. Pacious	For	For
1g	Elect Director Jennifer L. Slater	For	For
1h	Elect Director Charles M. Sonsteby	For	For
1i	Elect Director Mary J. Twinem	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: WBA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	For	For
1b	Elect Director Inderpal S. Bhandari	For	For
1c	Elect Director Ginger L. Graham	For	For
1d	Elect Director Bryan C. Hanson	For	For
1e	Elect Director Robert L. Huffines	For	For
1f	Elect Director Valerie B. Jarrett	For	For
1g	Elect Director John A. Lederer	For	For
1h	Elect Director Stefano Pessina	For	For
1i	Elect Director Thomas E. Polen	For	For
1j	Elect Director Nancy M. Schlichting	For	For
1k	Elect Director Timothy C. Wentworth	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

## Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
5	Report on Cigarette Waste	Against	Against
6	Require Independent Board Chair	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>			
7	Establish a Company Compensation Policy of Paying a Living Wage	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. While the company has recently implemented minimum wage and employee development initiatives and continues to sufficiently disclose diversity and gender pay disparity data, officially establishing these policies would benefit shareholders.</i>			
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i>			

## AU Small Finance Bank Limited

Meeting Date: 01/26/2024

Country: India

Ticker: 540611

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Appointment of Harun Rasid Khan as Part-Time Chairman	For	For

## Great Wall Motor Company Limited

Meeting Date: 01/26/2024

Country: China

Ticker: 2333

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		

# Great Wall Motor Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2023 Restricted Share Incentive Scheme (Draft) and Its Summary	For	For
2	Approve 2023 Share Option Incentive Scheme (Draft) and Its Summary	For	For
3	Approve Appraisal Management Measures for Implementation of the 2023 Restricted Share Incentive Scheme	For	For
4	Approve Appraisal Management Measures for Implementation of the 2023 Share Option Incentive Scheme	For	For
5	Approve Grant of Authority to the Board and Such Persons as Delegated by the Board to Handle All Matters in Relation to 2023 Restricted Share Incentive Scheme	For	For
6	Approve Grant of Authority to the Board and Such Persons as Delegated by the Board to Handle All Matters in Relation to 2023 Share Option Incentive Scheme	For	For
7	Amend Articles of Association	For	For
8	Approve 2023 Second ESOP (Draft) and Its Summary	For	For
9	Approve Management Measures for the 2023 Second ESOP	For	For
10	Approve Grant of Authority to the Board to Deal with Matters in Relation to 2023 Second ESOP	For	For
11	Approve Ordinary Related Party Transactions with Spotlight Automotive Ltd.	For	For
12	Amend Working System for Independent Directors	For	Against
<i>Blended Rationale: A vote AGAINST Item 12 is warranted given the company has not specified the details and the provisions covered on the proposed amendments to the INED Working System.</i>			
13	Amend Rules of Procedure for General Meeting	For	For
14	Amend Rules of Procedure for Meetings of the Board of Directors	For	For

# Great Wall Motor Company Limited

**Meeting Date:** 01/26/2024

**Country:** China

**Ticker:** 2333

**Meeting Type:** Special

# Great Wall Motor Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		
1	Approve 2023 Restricted Share Incentive Scheme (Draft) and Its Summary	For	For
2	Approve 2023 Share Option Incentive Scheme (Draft) and Its Summary	For	For
3	Approve Appraisal Management Measures for Implementation of the 2023 Restricted Share Incentive Scheme	For	For
4	Approve Appraisal Management Measures for Implementation of the 2023 Share Option Incentive Scheme	For	For
5	Approve Grant of Authority to the Board and Such Persons as Delegated by the Board to Handle All Matters in Relation to 2023 Restricted Share Incentive Scheme	For	For
6	Approve Grant of Authority to the Board and Such Persons as Delegated by the Board to Handle All Matters in Relation to 2023 Share Option Incentive Scheme	For	For

# UGI Corporation

**Meeting Date:** 01/26/2024      **Country:** USA      **Ticker:** UGI  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mario Longhi	For	For
1b	Elect Director M. Shawn Bort	For	For
1c	Elect Director Theodore A. Dosch	For	For
1d	Elect Director Alan N. Harris	For	For
1e	Elect Director William J. Marrazzo	For	For
1f	Elect Director Cindy J. Miller	For	For
1g	Elect Director Roger Perreault - Withdrawn		
1h	Elect Director Kelly A. Romano	For	For
1i	Elect Director Santiago Seage	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## UGI Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	For	For

## WestRock Company

**Meeting Date:** 01/26/2024      **Country:** USA      **Ticker:** WRK  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	For	For
1b	Elect Director Timothy J. Bernlohr	For	For
1c	Elect Director J. Powell Brown	For	For
1d	Elect Director Terrell K. Crews	For	For
1e	Elect Director Russell M. Currey	For	For
1f	Elect Director Suzan F. Harrison	For	For
1g	Elect Director Gracia C. Martore	For	For
1h	Elect Director James E. Nevels	For	For
1i	Elect Director E. Jean Savage	For	For
1j	Elect Director David B. Sewell	For	For
1k	Elect Director Dmitri L. Stockton	For	For
1l	Elect Director Alan D. Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

## Tata Consumer Products Limited

**Meeting Date:** 01/27/2024      **Country:** India      **Ticker:** 500800  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Approve Appointment and Remuneration of Ajit Sukumar Krishnakumar as Whole-time Director, designated as Executive Director and Chief Operating Officer	For	For



## Bharti Airtel Limited

Meeting Date: 01/28/2024

Country: India

Ticker: 532454

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Douglas Anderson Baillie as Director	For	For

## Midea Group Co. Ltd.

Meeting Date: 01/29/2024

Country: China

Ticker: 000333

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares of 2018 Performance Share Incentive Plan	For	For
2	Approve Repurchase and Cancellation of Performance Shares of 2019 Performance Share Incentive Plan	For	For
3	Approve Repurchase and Cancellation of Performance Shares of 2021 Performance Share Incentive Plan	For	For
4	Approve Repurchase and Cancellation of Performance Shares of 2022 Performance Share Incentive Plan	For	For
5	Approve Repurchase and Cancellation of Performance Shares of 2023 Performance Share Incentive Plan	For	For
6	Approve Provision of Guarantee	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.</i>		
7	Approve Change in Use of Repurchased Shares and Cancellation	For	For

## Thai Beverage Public Company Limited

Meeting Date: 01/29/2024

Country: Thailand

Ticker: Y92

Meeting Type: Annual

## Thai Beverage Public Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	For	For
2	Acknowledge Business Operation for The Year Ended September 30, 2023 and the Report of the Board of Directors		
3	Accept Financial Statements, Statutory and Auditor Reports	For	For
4	Approve Dividend Payment, Appropriation for Legal Reserve and Determination of Book Closure Date	For	For
5.1.1	Elect Potjanee Thanavaranit as Director	For	For
5.1.2	Elect Chatri Banchuin as Director	For	For
5.1.3	Elect Kritika Kongsompong as Director	For	For
5.1.4	Elect Wee Joo Yeow as Director	For	For
5.1.5	Elect Busaya Mathelin as Director	For	For
5.1.6	Elect Thapana Sirivadhanabhakdi as Director	For	For
5.2	Approve Determination of Director Authorities	For	For
6	Approve Remuneration of Directors	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
8	Approve D&O Insurance for Directors and Executives	For	For
9	Approve Mandate for Interested Person Transactions	For	For
10	Other Business	For	Against

*Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information.*

## Abertis Infraestructuras SA

**Meeting Date:** 01/30/2024

**Country:** Spain

**Ticker:** N/A

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Shareholders' Contribution	For	Do Not Vote

*Blended Rationale: No vote recommendations are provided for meetings of private companies.*

# Abertis Infraestructuras SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Invalidate All Articles in Title I of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
2.2	Invalidate All Articles in Title II of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
2.3	Invalidate All Articles in Title III of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
2.4	Invalidate All Articles in Title IV of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
2.5	Invalidate All Articles in Title V of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
2.6	Invalidate All Articles in Title VI of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
2.7	Invalidate All Articles in Title VII of the Company's Bylaw so that They Are Replaced in Their Entirety by the Articles that Will Be Approved in Item Three of the Agenda	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
3	Amend Articles and Consolidate Bylaws	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
4.1	Approve Resignation of Juan Santamaria Cases as Director	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			
4.2	Approve Resignation of Francisco Jose Aljaro Navarro as Director	For	Do Not Vote
<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>			

# Abertis Infraestructuras SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.3	Approve Resignation of Claudio Boada Palleres as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
4.4	Approve Resignation of Jose Luis del Valle Perez as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
4.5	Approve Resignation of Angel Garcia Altozano as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
4.6	Approve Resignation of Jonathan Grant Kelly as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
4.7	Approve Resignation of Enrico Laghi as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
4.8	Approve Resignation of Pedro Jose Lopez Jimenez as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
4.9	Approve Resignation of Giampiero Massolo as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.1	Appoint Juan Santamaria Cases as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.2	Appoint Francisco Jose Aljaro Navarro as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.3	Appoint Claudio Boada Palleres as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.4	Appoint Jose Luis del Valle Perez as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.5	Appoint Angel Garcia Altozano as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.6	Appoint Nuria Haltiwanger as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.7	Appoint Jonathan Grant Kelly as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		

## Abertis Infraestructuras SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.8	Appoint Enrico Laghi as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.9	Appoint Pedro Jose Lopez Jimenez as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.10	Appoint Andrea Mangoni as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.11	Appoint Giampiero Massolo as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
5.12	Appoint Miquel Roca Junyent as Director	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
6	Appoint Tiziano Ceccarani as Director in the Event that the Board of Directors is Blocked Due to Lack of Quorum	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
7	Appoint Francisco Jose Aljaro Navarro as CEO	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
8	Approve the Remuneration of the CEO and the Terms and Conditions of His Contract	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		
9	Authorize Board to Ratify and Execute Approved Resolutions	For	Do Not Vote
	<i>Blended Rationale: No vote recommendations are provided for meetings of private companies.</i>		

## Agricultural Bank of China

**Meeting Date:** 01/30/2024

**Country:** China

**Ticker:** 1288

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		
1	Elect Gu Shu as Director	For	For
2	Elect Zhou Ji as Director	For	For

# Agricultural Bank of China Limited

Meeting Date: 01/30/2024

Country: China

Ticker: 1288

Meeting Type: Extraordinary  
Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Gu Shu as Director	For	For
2	Elect Zhou Ji as Director	For	For

# Airports of Thailand Public Co. Ltd.

Meeting Date: 01/30/2024

Country: Thailand

Ticker: AOT

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Matters to be Informed to the Shareholders		
2	Acknowledge Operating Results		
3	Approve Financial Statements	For	For
4	Approve Dividend Payment	For	For
5.1	Elect Somsak Phusakul as Director	For	Against
	<i>Blended Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i>		
5.2	Elect Salagjit Pongsirichan as Director	For	Against
	<i>Blended Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i>		
5.3	Elect Manat Chavanaprayoon as Director	For	Against
	<i>Blended Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i>		
5.4	Elect Chirute Visalachitra as Director	For	Against
	<i>Blended Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i>		
5.5	Elect Trithip Sivakrskul as Director	For	Against
	<i>Blended Rationale: A vote AGAINST the following nominees is warranted because the board is not one-third independent and Manat Chavanaprayoon, Somsak Phusakul, Salagjit Pongsirichan, Trithip Sivakrskul and Chirute Visalachitra are non-independent director nominees.</i>		
6	Approve Remuneration of Directors	For	For

## Airports of Thailand Public Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve EY Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
8	Other Business	For	Against

*Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information.*

## Atkore, Inc.

**Meeting Date:** 01/30/2024

**Country:** USA

**Ticker:** ATKR

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director B. Joanne Edwards	For	For
1b	Elect Director Jeri L. Isbell	For	For
1c	Elect Director Wilbert W. James, Jr.	For	For
1d	Elect Director Justin A. Kershaw	For	For
1e	Elect Director Scott H. Muse	For	For
1f	Elect Director Michael V. Schrock	For	For
1g	Elect Director William E. Waltz, Jr.	For	For
1h	Elect Director Betty R. Wynn	For	For
1i	Elect Director A. Mark Zeffiro	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## China Communications Services Corporation Limited

**Meeting Date:** 01/30/2024

**Country:** China

**Ticker:** 552

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Luan Xiaowei as Director	For	For
2	Elect Liu Aihua as Director	For	For
3	Elect Huang Xudan as Supervisor	For	For

## Costa Group Holdings Limited

Meeting Date: 01/30/2024

Country: Australia

Ticker: CGC

Meeting Type: Court

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Paine Schwartz Partners, LLC ("PSP"), Driscoll's, Inc ("Driscoll's") and British Columbia Investment Management Corporation ("BCI") (together the "Consortium")	For	For

## Hormel Foods Corporation

Meeting Date: 01/30/2024

Country: USA

Ticker: HRL

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Prama Bhatt	For	For
1b	Elect Director Gary C. Bhojwani	For	For
1c	Elect Director Stephen M. Lacy	For	For
1d	Elect Director Elsa A. Murano	For	For
1e	Elect Director William A. Newlands	For	For
1f	Elect Director Christopher J. Policinski	For	For
1g	Elect Director Jose Luis Prado	For	For
1h	Elect Director Sally J. Smith	For	For
1i	Elect Director James P. Snee	For	For
1j	Elect Director Steven A. White	For	For
1k	Elect Director Raymond G. Young	For	For
1l	Elect Director Michael P. Zechmeister	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For



## Kobe Bussan Co., Ltd.

Meeting Date: 01/30/2024

Country: Japan

Ticker: 3038

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Numata, Hirokazu	For	Against
	<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders.</i>		
1.2	Elect Director Tanaka, Yasuhiro	For	For
1.3	Elect Director Kido, Yasuharu	For	For
1.4	Elect Director Asami, Kazuo	For	For
1.5	Elect Director Nishida, Satoshi	For	For
1.6	Elect Director Watanabe, Akihito	For	For
2.1	Elect Director and Audit Committee Member Masada, Koichi	For	For
2.2	Elect Director and Audit Committee Member Ieki, Takeshi	For	Against
	<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - This outside director candidate who will be an audit committee member lacks independence.</i>		
2.3	Elect Director and Audit Committee Member Nomura, Sachiko	For	For

## Metro Inc.

Meeting Date: 01/30/2024

Country: Canada

Ticker: MRU

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	For	For
1.2	Elect Director Maryse Bertrand	For	For
1.3	Elect Director Pierre Boivin	For	For
1.4	Elect Director Francois J. Coutu	For	For
1.5	Elect Director Michel Coutu	For	For
1.6	Elect Director Stephanie Coyles	For	For
1.7	Elect Director Genevieve Fortier	For	For
1.8	Elect Director Marc Guay	For	For
1.9	Elect Director Eric R. La Fleche	For	For
1.10	Elect Director Christine Magee	For	For
1.11	Elect Director Brian McManus	For	For

## Metro Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.12	Elect Director Pietro Satriano	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote on Executive Compensation Approach  Shareholder Proposals	For	For
4	SP 1: Report on Cage-Free Egg Goal	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as the requested disclosure would benefit shareholders in evaluating the company's progress in reaching its cage-free egg goal and management of any related risks. Further disclosure would also better inform shareholders regarding the company's commitment on its stated principles regarding animal health and welfare.</i>		
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	Against	For
	<i>Blended Rationale: Vote FOR this shareholder proposal. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of virtual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in person, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also maximizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have ended in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meetings. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i>		
6	SP 3: Auditor Rotation	Against	Against
7	SP 4: Report on Anticompetitive Practices	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of the company's reported involvement in related controversies.</i>		

## Sodexo SA

**Meeting Date:** 01/30/2024

**Country:** France

**Ticker:** SW

**Meeting Type:** Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Distribution in Kind of Shares of Pluxee	For	For
2	Authorize Filing of Required Documents/Other Formalities	For	For

## Accenture plc

**Meeting Date:** 01/31/2024

**Country:** Ireland

**Ticker:** ACN

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	Do Not Vote
1b	Elect Director Martin Bruder Muller	For	Do Not Vote
1c	Elect Director Alan Jope	For	Do Not Vote
1d	Elect Director Nancy McKinstry	For	Do Not Vote
1e	Elect Director Beth E. Mooney	For	Do Not Vote
1f	Elect Director Gilles C. Pelisson	For	Do Not Vote
1g	Elect Director Paula A. Price	For	Do Not Vote
1h	Elect Director Venkata (Murthy) Renduchintala	For	Do Not Vote
1i	Elect Director Arun Sarin	For	Do Not Vote
1j	Elect Director Julie Sweet	For	Do Not Vote
1k	Elect Director Tracey T. Travis	For	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Do Not Vote
3	Amend Omnibus Stock Plan	For	Do Not Vote
4	Amend Nonqualified Employee Stock Purchase Plan	For	Do Not Vote
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Do Not Vote
6	Renew the Board's Authority to Issue Shares Under Irish Law	For	Do Not Vote
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	Do Not Vote
8	Determine Price Range for Reissuance of Treasury Shares	For	Do Not Vote

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	For
1b	Elect Director Martin Bruder Muller	For	For
1c	Elect Director Alan Jope	For	For
1d	Elect Director Nancy McKinstry	For	For

## Accenture plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Beth E. Mooney	For	For
1f	Elect Director Gilles C. Pelisson	For	For
1g	Elect Director Paula A. Price	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	For	For
1i	Elect Director Arun Sarin	For	For
1j	Elect Director Julie Sweet	For	For
1k	Elect Director Tracey T. Travis	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For
8	Determine Price Range for Reissuance of Treasury Shares	For	For

## CGI Inc.

Meeting Date: 01/31/2024

Country: Canada

Ticker: GIB.A

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shares		
1.1	Elect Director Sophie Brochu	For	For
1.2	Elect Director George A. Cope	For	For
1.3	Elect Director Jacynthe Cote	For	For
1.4	Elect Director Julie Godin	For	For
1.5	Elect Director Serge Godin	For	For
1.6	Elect Director Andre Imbeau	For	For
1.7	Elect Director Gilles Labbe	For	For
1.8	Elect Director Michael B. Pedersen	For	For
1.9	Elect Director Stephen S. Poloz	For	For

## CGI Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.10	Elect Director Mary G. Powell	For	For
1.11	Elect Director Alison C. Reed	For	For
1.12	Elect Director Michael E. Roach	For	For
1.13	Elect Director George D. Schindler	For	For
1.14	Elect Director Kathy N. Waller	For	For
1.15	Elect Director Frank Witter	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration  Shareholder Proposals	For	For
3	SP 1: Approve Incentive Compensation Relating to ESG Goals	Against	Against
4	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	Against	For

*Blended Rationale: Vote FOR this shareholder proposal. The board has highlighted in its response benefits of virtual participation: time and cost-savings, along with expanded participation for a global investor base. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, especially when combined with a physical meeting, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. While shareholders agree with the purported benefits of virtual meetings as highlighted by the board, they believe those benefits should be combined with the option to participate in person, as such "hybrid" meetings would mitigate corporate governance concerns related to virtual-only meetings, while also maximizing attendance and participation. In light of the fact that the COVID-19 public health emergency was declared to have ended in May 2023, the company has not provided compelling reasons for continuing to hold virtual-only shareholder meetings. In the absence of any other extenuating circumstances preventing the company from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.*

## China Overseas Land & Investment Ltd.

**Meeting Date:** 01/31/2024

**Country:** Hong Kong

**Ticker:** 688

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Cooperation Agreement and Related Transactions	For	For

## CREALOGIX Holding AG

**Meeting Date:** 01/31/2024

**Country:** Switzerland

**Ticker:** CLXN

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Discharge of Board and Senior Management	For	For
2.1.1	Elect Michael Dufton as Director	For	For
2.1.2	Elect Ateet Patel as Director	For	For
2.1.3	Elect Nathan Partington as Director	For	For
2.1.4	Elect Hubert Rueedi as Director	For	For
2.1.5	Elect Felix Buschor as Director	For	For
2.1.6	Elect Christoph Stettler as Director	For	For
2.2	Elect Michael Dufton as Board Chair	For	For
2.3.1	Appoint Ateet Patel as Member of the Nomination and Compensation Committee	For	For
2.3.2	Appoint Nathan Partington as Member of the Nomination and Compensation Committee	For	For
3	Amend Articles Re: Board Meetings Quorum	For	For
4	Approve Delisting of Shares from SIX Swiss Exchange	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because the proposed delisting exposes minority shareholders to the risk of holding unlisted shares of the company.</i>			
5	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>			

## Harmony Gold Mining Co. Ltd.

**Meeting Date:** 01/31/2024

**Country:** South Africa

**Ticker:** HAR

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		
1	Approve Specific Issue of the ESOP Trust Shares to the ESOP Trust	For	For
2	Approve Specific Issue to the Harmony Community Trust Subscription Shares to the Harmony Community Trust and Conversion Shares	For	For

## Harmony Gold Mining Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Waiver of Pre-emptive Rights in Respect of the ESOP Trust Share Issue and Harmony Community Trust Share Issue	For	For
4	Authorise Ratification of Approved Resolutions Special Resolutions	For	For
1	Approve Creation of a New Class of Preference Shares	For	For
2	Amend Memorandum of Incorporation	For	For
3	Authorise Issue of 30% or More of Preference Shares for the Purposes of Implementing the Harmony Community Trust Share Issue	For	For
4	Approve Specific Repurchase of Harmony Community Trust Shares Pursuant to the Exercise of Harmony Community Trust Call Option	For	For
5	Approve Financial Assistance in Terms of Section 44 of the Companies Act	For	For

## ImmunoGen, Inc.

Meeting Date: 01/31/2024

Country: USA

Ticker: IMGN

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted. Although NEOs' potential cash severance is double trigger and reasonably based, executives may receive excise tax gross-up payments, which is a recent enhancement in connection with the merger. In addition, all outstanding equity held by NEOs will accelerate in connection with the transaction (single trigger), including recently granted awards.</i>		
3	Adjourn Meeting	For	For

## Imperial Brands Plc

Meeting Date: 01/31/2024

Country: United Kingdom

Ticker: IMB

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For

# Imperial Brands Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Therese Esperdy as Director	For	For
6	Re-elect Stefan Bomhard as Director	For	For
7	Re-elect Susan Clark as Director	For	For
8	Re-elect Diane de Saint Victor as Director	For	For
9	Re-elect Ngozi Edozien as Director	For	For
10	Re-elect Alan Johnson as Director	For	For
11	Re-elect Robert Kunze-Concewitz as Director	For	For
12	Re-elect Lukas Paravicini as Director	For	For
13	Re-elect Jonathan Stanton as Director	For	For
14	Elect Andrew Gilchrist as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For